

Information Paper

PEOPLE WITH DEVELOPMENTAL DISABILITIES AND PEOPLE WITH MULTIPLE DISABILITIES

The effects of developmental disabilities vary considerably among people, just as the range of abilities varies considerably among people who do not have developmental disabilities. You may not be aware that some people have a developmental disability. About 87 percent will be mildly affected. The remaining 13 percent of people with developmental disabilities have serious limitations in functioning. However, with early intervention, a functional education and appropriate supports as an adult, all can lead satisfying lives in the community and on the job.

As with the general population, a number of people with a developmental disability may also have an obvious disability, such as Cerebral Palsy (many require wheel chairs), blindness, speech or hearing disorders. Likewise, a number of people can also have a developmental disability and another disability that is not highly visible. These can include any disability found in the general population. The secondary disability may or may not be related to the developmental disability.

Reasonable accommodations should be made so that the person with the developmental disability can do their best possible work. Accommodations or supports (that can come from either the employer or a support agency) for the person with a developmental disability often include a job coach or a way for them to get extra support when needed. For example, if there are also physical disabilities present, a sit down job and a chair may be needed. Some supports can come from the employer. Things like hearing aids, glasses, wheel chairs, and job coaches often come with support from the person's family, the Department of Rehabilitation Services, or a private, non-profit agency. People from the community with developmental disabilities are included under the Americans with Disabilities Act.